

MINUTES
WOODSTOCK CITY COUNCIL

August 17, 2021
City Council Chambers

A regular meeting of the Woodstock City Council was called to order at 7:00 PM on Tuesday, August 17, 2021, by Mayor Michael Turner in the Council Chambers at Woodstock City Hall. He explained the Consent Calendar process and invited public participation and noted, as is the City's policy, this evening's meeting is being live streamed with a recording archived should members of the public wish to view it in the future.

City Clerk Smiley confirmed that the agenda before the Council was a true and correct copy of the published agenda.

A roll call was taken.

COUNCIL MEMBERS PRESENT: Darrin Flynn, Lisa Lohmeyer, Tom Nierman, Wendy Piersall, Bob Seegers, Jr., and Mayor Michael Turner.

COUNCIL MEMBERS ABSENT: Gordon Tebo

STAFF PRESENT: City Manager Roscoe Stelford, City Attorney Ruth Schlossberg, Assistant City Manager/Finance Director Paul Christensen, Public Works Director Christina Betz, Economic Development Director Garrett Anderson, Human Resources Director Debbie Schober, Building and Zoning Director Joe Napolitano, Library Director Nick Weber, Opera House Managing Director Daniel Campbell, Grants/Communications Manager Terry Willcockson, and City Clerk Cindy Smiley.

OTHERS PRESENT: Ellen O'Rourke, former City Council member, Jim Prindiville, former City Council member, Mary Ellen Prindiville, President, Woodstock Fine Arts Association, Keith Johnson, Chairman, Opera House Advisory Commission, John Puzzo, Friends of the Opera House, Travis Greuel, President, Theater 121, and Judith Svalander, Commissioner, Opera House Advisory Commission.

III. FLOOR DISCUSSION

A. Presentation – Real Woodstock

Mayor Turner stated the first item on the Agenda is the quarterly report on Real Woodstock's efforts on behalf of the City.

Danielle Gulli, Chamber Director and Real Woodstock President, reported on the activities of Real Woodstock, including its Social Media efforts. She provided the latest information regarding their social media efforts to include: Website: 9,607 unique visitors, 12,159 sessions, and 29,982 page views; the website continues to attract new visitors, representing 86% of page views; Facebook: 12,500 followers, 67,405 reached, which is a significant increase; Instagram: 1,540 followers with 70 new followers, also providing additional information regarding YouTube: 941 views, 11 new subscribers, impressions 11,057 (up 122%), noting the T-Mobile Spot is available for view on YouTube; Real Woodstock Newsletter: 13 newsletter campaigns, 81,482 emails sent.

Ms. Gulli then talked about the YouTube T-Mobile Pitch Video, which resulted in Woodstock being chosen as a top ten contender for the \$3 million grant, out of thousands of cities, and being awarded

\$50,000 as a top ten finalist. She also provided information on the collaborative T-Mobile Press effort between T-Mobile, Real Woodstock, the Chamber of Commerce, and the City of Woodstock.

Ms., Gulli presented information on Real Woodstock's advertising efforts, including ongoing campaigns with Star105.5. She stated a full-page ad is running in every full market issue of the *Woodstock Independent*, also featuring co-op partners. She stated an extended buy for two large digital billboards has been purchased running 1,080 messages per day and will be used for future events such as Lighting of the Square.

Ms. Gulli talked about the various events Real Woodstock promoted or helped promote, including the Food Truck Festival on the Square, which filled the Square, with the exception of Cass Street.

She talked about the group's efforts to increase community visibility, including distribution of 8,000 copies of the Woodstock 2021 Business & Community Guide, development of a new Visitor Guide, window clings, banners, and a kiosk board on the Square.

Ms. Gulli noted the new website, stating anyone with an event can put it on the site. She also talked about Real Woodstock's branding efforts including "prime location" signs in vacant storefronts, stickers, inserts, and table tents.

Describing the group's efforts as "remarkable," Councilman Seegers stated Real Woodstock is reaching people that would not be reached because it is making the effort and not waiting for people to come to the City.

Mayor Turner applauded the multi-faceted approach used by Real Woodstock noting he saw firsthand how this helped during the T-Mobile campaign. He noted the T-Mobile people stated that Woodstock stood apart for others because of the group's efforts.

Mayor Turner thanked Ms. Gulli for the presentation and for her efforts on behalf of Woodstock.

B. Public Comments

There were no comments forthcoming from the Public

C. Council Comments

Mayor Turner thanked Staff, especially Public Works, for their efforts and rapid response during the recent storms. In response to his question, Ms. Betz stated the brush pickup is underway and is following the City's garbage schedule. Noting this is being done at no cost to the public, Mayor Turner again thanked her for their efforts.

Mayor Turner stated he recently attended the kick-off event for the McHenry FoodShed's fundraising campaign, opining this will be good for Woodstock.

CONSENT AGENDA

Motion by L. Lohmeyer, second by D. Flynn, to approve the Consent Agenda.

In response to a question from Mayor Turner, the following items were removed from the Consent Agenda at the request of the Council or the Public:

- Item D-1 – Ordinance-Liquor License Code Amendments – Video Gaming by Councilman Seegers
- Item D-2 – Façade Improvement Grant – Award for 216 Main Street by Councilwoman Lohmeyer
- Item D-5 – UDO Text Amendment – Commercial Vehicles in Residential Districts by Councilwoman Lohmeyer
- Item D-6 – Neighborhood Improvement Program by a member of the Public with support by Councilwoman Piersall
- Item D-7 – Ordinance – Extension of a Special Use Permit for a Solar Energy Farm – US Route 14 and Lily Pond Road by Councilman Seegers
- Item D-10 – Reorganization – Salary Structure/Schedule of Authorized Positions by Mayor Turner

Mayor Turner affirmed the Consent Agenda to include items A through C, D-3, D-4, D-8, and D-9 as follows:

A. APPROVAL OF CITY COUNCIL MINUTES

August 3, 2021 City Council Minutes

- B. WARRANTS:** 3966 3967
(with consensus to amend to include the payment for the City's credit card account)

C. MINUTES AND REPORTS:

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| Cultural and Social Awareness Commission Minutes | July 12, 2021 |
| Cultural and Social Awareness Commission Minutes | August 2, 2021 |
| Human Resources Monthly Report | July 2021 |
| Police Pension Board Minutes | July 2021 |

D. MANAGER'S REPORT NO. 185

3. Award of Contract – Crack Sealing Program

Authorization to award a contract for crack filling services to SKC Construction for an amount not to exceed \$80,000 with all work completed based on the Year 3 unit bid price of \$0.43/linear foot.

4. Award of Contract – Reclamite Application 2021

Approval of a contract with Corrective Asphalt Materials, LLC to apply Reclamite Asphalt Rejuvenator for an amount not to exceed \$29,570.45 with all work being completed at the unit price of \$0.91 SY in FY21/22.

8. Award of Contract – HVAC Rooftop Unit – Police Department

Authorization to approve CIP funding for the replacement of three (3) HVAC Rooftop Units with three (3) Carrier RTUs for a total not to exceed \$43,856 with the work being awarded to Woodstock Heating & Cooling, Woodstock, Illinois.

9. Resolution – Revolving Loan Application – My Little Bow Peep

Approval of Resolution 21-R-15, identified as Document 3, A Resolution Authorizing a Loan Agreement Between the City of Woodstock and My Little Bow Peeps Shop, LLC.

A roll call vote was taken. Ayes: D. Flynn, L. Lohmeyer, T. Nierman, W. Piersall, B. Seegers, and Mayor M. Turner. Nays: none. Abstentions: none. Absentees: G. Tebo. Motion carried.

Item D-1 – Liquor License Code Amendments – Video Gaming

Noting the concern expressed last week by Council for issuing licenses to establishments which were not yet open, Mayor Turner stated financing for those businesses was contingent upon obtaining the licenses, noting they are now ready to go.

Councilman Seegers opined the purpose of video gaming was seen as an enhancement for businesses, not their entire source of revenue. He stated when reviewing an applicant, Council must ask itself if this is a viable business and if it wishes to have that kind of business in the city.

He expressed concern with the threshold of sales (40%) required for food for certain liquor licenses, suggesting that Council receive an annual report of compliance. In response to a question from Councilman Seegers, Mr. Stelford confirmed the City's access to sales tax revenue from individual businesses is highly restricted and only available to a select number of individuals within the City and is not shareable by them to others.

In response to a question from Councilman Seegers, Mayor Turner confirmed that the three applicants requesting video gaming licenses this evening do hold liquor licenses.

Councilman Nierman expressed agreement with Councilman Seegers suggestion concerning a compliance report, opining Mixin Mingle would not meet the 40% threshold. Mr. Stelford explained the City's ordinance does not require all businesses holding liquor licenses to meet the 40% food threshold.

Mayor Turner noted prior Councils created many liquor license classifications to fit the many types of businesses and venues. In response to a question from Mayor Turner, Ms. Schlossberg stated this is similar to other municipalities.

In response to a statement from Councilman Nierman that Mixin Mingle does not have regular hours, Mayor Turner stated it is an event venue and has the right to bring forth the request for a video gaming license for Council to vote on as it wishes. He cautioned there must be a basis for Council to consider this individually.

In response to a question from Councilman Seegers, Mayor Turner confirmed a business can have a liquor license that is only for pouring, but still must abide by all the rules, including service rules.

In response to Councilwoman Piersall's expressed concern about Staff time necessary to create the report suggested by him, Councilman Seegers stated a basic report showing those licensees in non-compliance would be sufficient. Mayor Turner stated the City must abide by confidentiality, stating Staff must review this request, as this is administrative.

Mayor Turner stated the decision before the Council is for these three businesses that have been good businesses serving the community and have come forth under the laws of the State of Illinois and the ordinances of the City of Woodstock to make this request. He stated he knows there is a wide range of opinion regarding video gaming and liquor licensing, but the state has determined video gaming is a lawful business and the City has approved this opportunity through its ordinances, with Council approval.

Discussion followed of dividing the question. Councilman Nierman stated he supports the requests of Isabel's and ShadowView, but the question for him is whether Mixin Mingle would become a gaming parlor. Mayor Turner stated knowing how long Mixin Mingle has been present in the community and the things they have done from an event perspective; he believes they are a valued part of the Square. He opined the risk of it becoming a video gaming parlor is incredibly small.

In response to Councilman Seegers' statement if Mixin Mingle is granted a license it is highly unlikely it can be rescinded, Ms. Schlossberg stated as long as they remain in compliance.

Discussion followed of the 40% food requirement for liquor licensees with Mr. Stelford clarifying this further.

In response to a question from Mayor Turner, it was the consensus of the City Council to divide the question.

In response to a question from Mayor Turner, there was no public comment forthcoming.

Motion by B. Seegers, second by T. Nierman, to approve Ordinance 21-O-44, identified as Document 1 as amended, *An Ordinance Amending Title 3, Business and Licensing Regulations, Chapter 3, Liquor Control of the Woodstock City Code*, increasing the number of video gaming license from 27 to 29 and issuing said licenses to Isabel's Family Restaurant and ShadowView Brewing upon successful completion of the application process.

A roll call was taken. Ayes: D. Flynn, L. Lohmeyer, T. Nierman, W. Piersall, B. Seegers, and Mayor Turner. Nays: none. Abstentions: none. Absentees: G. Tebo. Motion carried.

Motion by B. Seegers, second by T. Nierman, to postpone to time specific, September 7, 2021, consideration of an ordinance approving issuance of a video gaming license for Mixin Mingle.

A roll call was taken. Ayes: D. Flynn, L. Lohmeyer, T. Nierman, W. Piersall, B. Seegers, and Mayor Turner. Nays: none. Abstentions: none. Absentees: G. Tebo. Motion carried.

Item D-2 – Façade Improvement Grant – Award for 216 Main Street

Councilwoman Lohmeyer recused herself and exited the Council Chambers at 7:50 PM.

Motion by W. Piersall, second by D. Flynn, to approve the allocation of Façade Improvement Grant funds from TIF#1 to reimburse approximately 25% of the exterior improvement costs (up to \$1,500) for window replacement at 216 Main Street.

A roll call was taken. Ayes: D. Flynn, T. Nierman, W. Piersall, B. Seegers, and Mayor Turner. Nays: none. Abstentions: none. Absentees: L. Lohmeyer and G. Tebo. Motion carried.

Councilwoman Lohmeyer reentered the Chambers and rejoined the proceedings at 7:53 PM.

Item D-5 – UDO Text Amendment – Commercial Vehicles in Residential Districts

Councilwoman Lohmeyer recused herself and exited the Council Chambers at 7:53 PM.

Mayor Turner stated this is a request on the part of the petitioner to change the City's UDO regarding the parking of commercial vehicles in residential areas.

Mayor Turner stated he is 50/50 on this issue, noting he had a situation in his neighborhood with a commercial vehicle on a residential lot, which was disruptive to the neighborhood. He stated he has also talked with the petitioner and understands some of his feelings surrounding this request.

Councilwoman Piersall stated she, too, is 50/50, noting because the petitioner lives in Woodstock, his job is in Woodstock, and he is traveling within Woodstock, she has trouble believing he cannot do this within 25 minutes. She expressed concern about a large vehicle having to warm up in the middle of the night being disruptive to the neighbors but noted she does not wish to hurt his business.

Zack Olsen, Petitioner, appeared before the Council.

In response to questions from Councilman Seegers, Mr. Olsen stated it is difficult to say how many times he has not made it within 25 minutes, noting he has only one truck and could be on another call and this is also weather dependent. He confirmed if he does not make it to the call within 25 minutes, the Police Department calls for another truck. Noting this means the Police Department would then be waiting 50 minutes, Councilman Seegers suggested giving the operators 10 additional minutes during inclement weather.

In response to a question from Mayor Turner, Mr. Olsen stated he is often challenged with the 25-minute time frame due to many factors, which he described, noting there being not as many challenges in the summer.

In response to a question from Councilman Seegers, Mr. Olsen opined 10 minutes would help. Councilman Seegers supported this change, stating he understands Mr. Olsen's position and advocated for allowing more time during inclement weather.

Councilman Nierman agreed with Councilman Seegers' proposal, opining these drivers are acting as first responders. In response to questions from Councilman Nierman, Mr. Olsen stated a tow truck contractor with the Police Department must have a brick-and-mortar presence in the City, but can live elsewhere.

In response to a question from Mayor Turner as to whether there would be an operational issue in allowing an additional 10 to 15 minutes, Mr. Stelford stated the challenge would be if there is a car blocking traffic, noting the Police Department would like this cleared as soon as possible.

In response to questions from Councilman Flynn, Mr. Olsen stated his truck would be parked 6 to 10 feet from his neighbor's garage, noting the area is now a gravel surface, but would be paved if his request is approved. He stated he has tried, but has not been able to talk with his neighbor. He

stated he did not know how many “strikes” a contractor is allowed before being taken off the list.

Councilman Flynn opined the #1 factor is the faster a truck can get to the scene to clear the way the better, noting they are on call and the quickest way is also the most cost effective. He stated an additional 10 to 15 minutes would mean more officers would be needed at the scene for a longer period of time. He opined it would be good if Mr. Olsen could contact his neighbors. He stated he does not wish to put something in place that would jeopardize his living and urged him to get permission from his neighbor.

In response to Councilman Flynn’s statement that he is supportive of this for the contractor at the top of the list, Councilwoman Piersall stated this was addressed by the Plan Commission at their review, noting if this change is made it would apply to anyone who qualifies and are on the Police Department’s list.

Regarding noise concerns, Mr. Olsen stated he had performed decibel level readings on his truck and multiple other vehicles. He stated his truck was at 74.9, which is just above a normal conversation. Other vehicles and readings included a Ford F250 truck at 93 decibels and a Ford F350 truck at 85 decibels, noting his truck is below these.

Mayor Turner opined it is not just about the idle volume, but also about noise from accelerating off a stop sign and aesthetics. He stated he feels there is some validity to the argument made by some that commercial vehicles belong in industrial areas of the City.

Councilwoman Piersall stated she would like Chief Lieb’s view of the suggestion of adding 10 minutes to the time, opining this could be a solution.

Mayor Turner agreed suggesting this item be postponed.

Mr. Olsen stated he did speak with Chief Lieb who told him the faster a truck can get to the scene the better and safer it is.

Mayor Turner opined the issue needs further investigation, stating if it is approved he would like to see a sunset provision to determine if it is working.

In response to a question from Mayor Turner, there was no further Council comment and no Public comment.

Motion by B. Seegers, second by W. Piersall, to postpone to time specific, September 7, 2021, Item D-5 UDO Text Amendment – Commercial Vehicles in Residential Districts to allow for Police Department input.

A roll call vote was taken. Ayes: D. Flynn, T. Nierman, W. Piersall, B. Seegers, and Mayor Turner. Nays: none. Abstentions: none. Absentees: L. Lohmeyer and G. Tebo. Motion carried.

Councilwoman Lohmeyer returned to the Chambers and rejoined the proceedings at 8:15 PM.

Item D-6 Neighborhood Improvement Program

Councilwoman Piersall deferred to the member of the Public who requested this be removed from the Consent Agenda.

Randy Tipps stated he heard about this item through the media, expressing his wish to understand it better. Summarizing his knowledge of the program, he opined it is “great,” noting the City has done a lot of great things and he appreciates this. Noting the original area proposed by the County was larger, he asked why the chosen area is smaller, stating he would prefer to see a larger area. He also questioned including rental property in the program.

Councilwoman Piersall stated she would not be too bothered by someone flipping one of these homes, because the house would stay in the neighborhood and the City still would get its investment. She expressed her wish to include a requirement for landlords to participate in the Voluntary Landlord Registration Program. She stated she would like to amend the Program to make sure the City knows who owns property in town, opining if the City is providing funds to landlords’ properties, then they should provide their contact information. She also expressed concern that there could be some people who are not required to match the funds, noting she really would like to look at a matching requirement, as the program is expanded.

Mr. Stelford stated this could be modified, should Council wish. He noted because these are HUD funds, there are certain income levels, with the question being is it the landlord’s income or the renter’s income for rental properties. He stated this will be clarified with the County.

Councilman Seegers stated he does not care anything about a landlord who refuses to fix his/her property. He stated he likes the fact that this is a pilot program and will accept the inclusion of rental properties but does not like subsidizing landlords who are not taking care of their properties.

Councilman Flynn agreed that landlords should have a match or half match because they are a for profit business.

Councilman Turner opined landlords are facing challenges during these times as well. Addressing Councilwoman Piersall’s point, he stated the purpose of this program is revitalization and to make the area look better, which is a good thing, as is the ability to do this on a pilot basis.

In response to questions from a member of the Public, the area included in this pilot program was shown. Mayor Turner briefly described the program, noting the City received federal funds through the County for this pilot program. Mr. Stelford stated Staff will be meeting with the neighbors to discuss the program. He stated Council has some discretion as to the amount awarded to each participant with some limitations set by HUD. He emphasized this is a pilot program with a limited number of properties, opining with COVID-19 it will be beneficial to low income individuals and families.

Motion by W. Piersall, second by B. Seegers, to approve three Neighborhood Improvement Programs (Curb Appeal, Better with Age, Infrastructure) based on the funding levels identified in the Staff report and to authorize the City Administration to move forward with the development and management of these programs with the additional requirement that participating landlords take part in the Voluntary Landlord Registration Program as part of the Neighborhood Revitalization Strategy Area for the Pilot Program area.

A roll call vote was taken. Ayes: D. Flynn, L. Lohmeyer, T. Nierman, W. Piersall, B. Seegers, and Mayor Turner. Nays: none. Abstentions: none. Absentees: G. Tebo. Motion carried.

Item D-7 – Ordinance – Extension of a Special Use Permit for a Solar Energy Farm – US Route 14 and Lily Pond Road

Councilman Seegers noted this was originally approved by the previous Council. In response to his question, Mr. Stelford stated the only revenue the City will receive is from the property taxes.

Councilman Seegers questioned why the City would want a property with Rt. 14 frontage at the entrance to the City for a solar farm, opining it is a bad idea. In response to his statement the petitioner should be charged a fee if they wish an extension, City Attorney Schlossberg stated this is not permitted.

Mayor Turner stated this is a valuable piece of property that is undeveloped, noting when he voted on this as a Council member, there was a value to him to it being there and a value to the solar nature of it as well.

Councilman Nierman agreed with Councilman Seegers, opining this use will never bring serious tax dollars and the City can get more as this area is developed.

Councilman Seegers opined the aesthetics of a solar farm are not appealing, stating they are fine in the appropriate areas, but not on Rt. 14.

In response to questions from Mayor Turner, City Attorney Schlossberg stated the use and zoning of the corner would have to go through the process if this SUP is not extended, noting it will stay at its current zoning with already permitted uses in place. Mr. Napolitano stated the current zoning is B4 Office District.

Councilwoman Piersall stated she is uncomfortable with saying what the City wants to do with someone's private property, noting the City can have hopes, but it is still private property. She stated Woodstock leads the way on environmental issues, opining having a solar farm at the entrance of the City sends a wonderful message to the world.

In response to a question from Mayor Turner, Mr. Stelford stated it is Staff's belief the petitioner will move forward with the requested improvements and not come back with a future extension request to the City.

In response to Councilman's Seegers question, noting this is the petitioner's second extension, Mayor Turner stated extensions are not unusual.

There were no comments forthcoming from the Public.

Motion by L. Lohmeyer, second by W. Piersall, to approve Ordinance 21-O-45, identified as Document 2, *An Ordinance Granting a One-Year Extension of Ordinance 18-O-49, An Ordinance Issuing a Special Use Permit to Allow a Solar Energy Farm at the Northwest Corner of US Route 14 and Lily Pond Road, Woodstock, Illinois.*

A roll call vote was taken. Ayes: D. Flynn, L. Lohmeyer, W. Piersall, and Mayor Turner. Nays: T. Nierman and B. Seegers. Abstentions: none. Absentees: G. Tebo. Motion carried.

Council recessed at 8:45 PM.

Council reconvened at 8:57 PM with all present with the exception of Councilman Tebo who was absent from the meeting.

Item D-10 – Reorganization – Salary Structure/Schedule of Authorized Positions

Mayor Turner noted this is a proposal for the reorganization at the City of Woodstock and authorization for three new Executive Directors, two to be funded this year and one to be funded at some time in the future. He noted this has been previously discussed by Council on multiple occasions at two Council Workshops in June and at the last Council meeting. Stating he does not take this lightly, he stated structure and objectives in driving direction for Staff is one of the most important decisions Council makes.

He stated this item came forward at his request and with support by members of the Council. He stated as he looks at the organizational structure, he sees incredibly talented people, noting the City doesn't exist without a great Staff and is not surprised the City expends 50% of its budget on staff, because it is a service organization and Staff does the work. Mayor Turner stated he believes there is an opportunity as a City to reach a higher level of function and achievement, and he feels a responsibility for this as the new Mayor. He opined this is an opportunity to look at how we manage and direct Staff, and manage within the functions of City government. He stated his benchmark is not how other municipalities function, rather his objective is can we do things better for the community and for the challenges we have. Mayor Turner stated as he thought about priorities, he asked whether the City has the right structural focus and organization for our City Staff, feeling there were opportunities to be better and maximize potential. He emphasized he does not mean he thinks Staff is not performing.

Mayor Turner asked Council to consider whether the City can be better than it is and how can we do that. He noted in looking at the existing structure, he does not believe 13 direct reports, including 10 Department Directors, reporting to the City Manager is efficient. He opined this does not allow the City Manager to mentor, because he has 10 disparate reports/functions, which is not efficient. He stated his belief that looking at improvements in that structure will allow the City to focus common functions within the City and introduce new members at the Executive Director roll who can help drive the organizational change. He stated he wants to do this to achieve at a higher level to respond to residents and taxpayers.

Mayor Turner stated this is not about adding people, noting talented people will drive this. He stated he is not dismissing the cost of these two people, which will probably be in the \$280,000 to \$340,000 range, but opined in context this is manageable, noting the City has already found ways to pay for this in the current fiscal year. Mayor Turner stated he believes in City Staff's ability through the normal budgeting process to identify ways to make this possible. He stated as a backstop, the City could use part of the \$3.4 million dollars it is expected to receive from the federal government. He stated he does not believe in overspending and does not believe this is a spending binge, noting he introduced foregoing the PTELL, making Woodstock the first body in McHenry County to do so, with other governmental bodies following. He noted in addition, Woodstock cut property taxes four or five years ago, noting the tax increases seen by the taxpayers

are almost entirely driven by other governmental entities and increases in the EAV. He stated the City has been incredibly fiscally responsible and is not looking to change that.

Discussing more about why he feels this is needed, as an example Mayor Turner stated now there is a potential for economic growth in this area, opining now is the time to look at how we manage the City's priorities and how we bring skills to the table to drive this activity.

Mayor Turner opined bringing in these two individuals has great potential, noting the plug can be pulled if it does not work. He expressed his belief that the great talent the City has and Mr. Stelford's leadership will lend itself to greater potential for the City of Woodstock.

Councilman Seegers stated perhaps he was on the fence and was initially attracted to the idea of one Executive Director with shifted responsibilities, but now is committed to two Executive Directors, as proposed in the plan.

He stated he took this job to increase property values for the residents, opining there are three ways to do that: lower City expenses; grow the value of being a Woodstock resident, bring in greater revenue to generate services; and market life in Woodstock.

Councilman Seegers talked about ways to generate revenue, including reducing the load on the current directors by hiring more employees so the directors can put more time into strategizing. He stated the City subsidizes the Opera House, which a lot of residents do not appreciate. Councilman Seegers opined there are multiple ways to generate more income from the City's assets.

Councilman Seegers expressed his belief Mr. Stelford has a huge load on his plate, 365 days per year, opining his great gift is managing people and growing the City. He stated he would like him to focus on growing the City and is, therefore, supportive of the proposal.

Councilman Nierman stated he is leaning toward hiring one Executive Director or an Assistant City Manager. He stated he cannot support hiring two "big guns" when all they are going to do is babysit people who are not doing their job. He stated he cannot OK another \$400,000 in salaries without righting the ship. He stated he is OK with hiring an Assistant City Manager to take the load off Mr. Stelford.

Councilman Flynn opined Mr. Stelford is stretched too thin. He stated the City is behind in technology, which is terrible, opining Staff is also stretched too thin. This comes from not having time to formulate a plan. He stated he found that in coordinating an event for the Downtown, one has to talk with multiple people. He opined it is because there is not enough time for Mr. Stelford to coach Staff.

Councilman Flynn stated this proposal would give Mr. Stelford time to coach and guide, and be the strategist and to look at the strengths and deficiencies to coach, and also to designate the Executive Directors to coach.

Councilman Flynn stated the City has a lot of people on Staff who are phenomenal in finances. He stated we are in a digital age and opined we are so far behind. He stated the City needs strategies for many things, opining the Opera House could be turned into an amazing thing more

people can enjoy. He opined so many people who live here have never been invited to the Opera House, stating another layer would give Mr. Campbell the tools to work with. He advocated for putting people in who can coach and put the processes in place to mentor the Department Directors, opining we can't stay the way we are.

Noting he understands there is resistance to change, Councilman Flynn opined change leads to progress, expressing his full support of the proposal.

Councilwoman Lohmeyer expressed support of hiring two Executive Directors, stating she likes the idea of the proposed categories. She opined this can be a very positive change for the City. She stated she is bothered when people say the City cannot be run like a business, opining there are similarities. She stated sometimes you have to spend money to make money. Councilwoman Lohmeyer stated she believes if she were a Staff member, she would see this as a positive thing as it means bringing on new people and possibly promoting from within. She agreed it is a big dollar amount, but it comes with the potential for City growth.

Councilwoman Piersall opined it is very important to her to acknowledge just how much former Mayor Brian Sager did in his role, stating he took a part-time position and worked 60 hours per week, taking a huge burden off Mr. Stelford. She further opined his retirement has left a whole in how much the City has to do.

She stated she is cautiously supportive but has some concerns. She opined the City cannot have leadership without having people executing, expressing concern about who will put these strategies in motion. She asked who is going to be doing this work, noting this is a red flag for her.

Councilwoman Piersall wished to clear up that this would be adding just one position as the City has already budgeted for and funded an Assistant to the City Manager position in this fiscal year, and this is really restructuring that position, so the City would be adding one new position.

Councilman Nierman agreed with spending money to make money but opined one cannot throw money at problems to make them go away. He opined once something happens in government it does not change, noting city and state budgets do not go down.

He stated he looked at other City structures in the area including Arlington Heights and Crystal Lake among others, and found they do not have the Executive Directors as proposed, but rather have a City Manager and Assistants. He opined other towns make it work, asking why Woodstock cannot.

Mayor Turner stated this is not from a performance perspective, but from an improvement perspective. He stated his thought is since Council meets twice a month and does not have day-to-day oversight, having one person limits the development, assessment, and management of Staff. This would charge Mr. Stelford to work with his Staff toward continued improvement and creating metrics, including finding things that are working.

Mayor Turner stated from a budget perspective, the City is now operating with fewer people and less money than it did in 2007. He stated Councilman Nierman is correct that government budgets almost never go down, but emphasized Woodstock has been an exception.

Mayor Turner opined what everyone is saying is not that different, opining they are saying how can the City make things work better, cheaper, and faster. He stated he has thought this through and believes in this model.

Councilman Seegers stated he is not in favor of using the \$3.4 million from the federal government for these costs. He stated he has compared taxes with other communities and found when comparing apples to apples, Woodstock's property taxes are low. He stated they appear higher because other communities have separate Park, Library, and other Special Districts, etc. which are not included within the municipal government's tax bill. He stated the reason the residents' tax bills are so high is the other taxing bodies.

Councilman Seegers opined the biggest risk with this proposal is not financial, but is in finding the right people, stating he trusts Mr. Stelford to do this. Concerning growing the City, he opined Mr. Stelford is as skilled as anyone he has met in long-range planning, stating he is excited about using those skills. He stated his biggest concern is getting the right person.

Stating Mr. Stelford and the Directors probably have a list of things they would like to do, Councilwoman Lohmeyer opined creating this level would give them time to do that. She stated the City has a big opportunity today, opining the reality is Mr. Stelford does not have enough time.

Mr. Nierman opined the departments need more boots on the ground, stating perhaps Council should find money for that.

Mayor Turner stated there is no question boots on the ground matter. He stated when looking at the skills Mr. Stelford and the Department Directors have less experience with, he believes these could be enhanced with people whose experience is in these functions. He stated he is not opposed to looking within the organization for other positions looking at the budget, the Staff we have, and the need to provide services. Mayor Turner stated this is a matter of saying where we are in the strategic direction of the organization.

Mayor Turner opened the floor to Public Comment.

John Puzzo, Woodstock, President of the Friends of the Opera House, commended Woodstock's government for what it has done, stating Woodstock was in the black while other cities were in the red. He stated Mr. Stelford and Staff did a fantastic job.

Mr. Puzzo stated he is upset by the comments concerning the Opera House, noting it just came through the pandemic and before that changed Directors. Noting it was stated the Opera House does not pay for itself, Mr. Puzzo noted before the pandemic the Opera House had five full-time employees and now has three. He stated he has heard for 10 years from the current Director and the previous Director how the Opera House needs a full-time marketing director.

Mr. Puzzo noted a former Opera House staff member received a better offer, so now the Opera House has two part-time people for this area versus a full-time employee, opining they will not work long for part-time wages. He stated the Opera House trains people so they can leave. He noted the part-time maintenance man built a \$15,000 bar in the Community Room for \$1,500, stating if he goes elsewhere the City will lose a master craftsman. He urged Council to look outside the box. He stated Council cannot say they want the Opera House to do something every night

with less people. Taking issue with the statement that the Opera House is like a museum, he noted before the pandemic it had over 200 uses.

Mr. Puzzo then talked about the Friends of the Opera House and how they raise funds to purchase equipment and improvements for the Opera House, asking Council if they are aware of the group's latest fundraising effort. He stated they are currently engaged in a Membership Program that could raise hundreds of thousands of dollars.

Noting the venue only has 417 seats, Mr. Puzzo stated the Opera House cannot charge \$1,000 a ticket. He asked what they should say to residents who cannot afford to attend. He stated the Opera House was built in 1895 as City Hall, the Police Department, Fire Department and Library with a unique history. He opined it has always been for the citizens of Woodstock and that is the way it should stay.

Mr. Puzzo stated he is not saying bigger groups cannot be brought in, but urged Council to give Mr. Campbell more time. He also urged Council to give Ms. Betz more people for Public Works, opining the City needs more troops not more generals. He opined the City does not need people who do redundant services that are already being done. Mr. Puzzo stated Council's job is to strategize and Staff are the tacticians, but must be given the tools to do their jobs, opining giving them a general not foot soldiers will not accomplish what they want.

He stated staying in the black was at a cost to City Staff, with people who left not being replaced. He asked Council to give the departments the support they need to rebuild their strength.

Mr. Puzzo stated the Opera House is not a cash cow, but is the heart and soul of this community and is actually owned by all the citizens who have total access. He stated Mr. Campbell is doing so many things to build up the venue's clientele, describing this further.

Mayor Turner opined they are closer to being on the same page than Mr. Puzzo thinks, noting the passion he brought and the statement he made about the Opera House this evening is shared by the Council. He opined the Opera House gets mentioned a lot because it is unique, iconic and the heart of the city, which should be protected and nurtured always. He stated everything the Friends do in support of the Opera House means so much to the city.

Mayor Turner opined there are equally people that talk to Council asking that programming be improved at the Opera House. He stated he views the Opera House as a historic building that requires a City subsidy to function. He further stated Mr. Campbell has talked to him about what he needs. He opined at the same time perhaps the number of people that use the venue within the community is not what it should be. He stated he is not looking to make it profitable and a money maker, but does believe it can be enhanced.

Mayor Turner noted the strategists are actually Mr. Stelford and the Department Directors, opining the new Executive Directors could benefit the city in this area. He stated he views someone in the Executive Director of Business Development position that could develop strategies and add more depth working with Mr. Campbell, for example, to make better use of the building and preserve its history. Mayor Turner pledged that not a single day will be taken away from the existing community theater calendar, noting he would like to fill dark days. He stated he understands the value of the Opera House and asked Mr. Puzzo to keep in mind that their objectives are similar.

He stated his belief in Mr. Campbell has not changed, but he sees this as a way to develop his skills further. He opined there must be a model for staffing also.

Travis Greuel, President, Theater 121, 791 Dakota, stated he will hold Mayor Turner to his pledge. He stated he has trouble agreeing with adding these three positions. He opined Mr. Stelford would be better served with an assistant to whom he can off-load some of his duties and be free to strategize. He further opined coming out of COVID-19 doesn't look to be the best time to add another layer of government.

Mary Ellen Prindiville, 214 W. Judd, stated she is concerned about this proposal, noting she assumes a lot of citizens are not informed about it. She opined there has not been enough time for the citizens to learn about it and weigh in and urged the Council to consider there might be unforeseen consequences of this action, noting this is a very significant expansion of City personnel. Ms. Prindiville asked Council not to vote on the reorganization this evening in order to give residents time to discuss the pros and cons to this very quick significant change to the City Manager form of government. Mayor Turner stated he is not suggesting a change to the City Manager form of government, with Ms. Prindiville responding he is suggesting adding three Executive Directors.

Mayor Turner stated the agendas are published. He noted Council has had three months of discussion on this proposal and has had feedback both positive and negative. He stated he does not want to study this endlessly. He stated everyone cannot be engaged on a topic, opining if they want to they have had an opportunity. Mayor Turner stated perhaps it is a bold change, but noted the City has kept the same organizational structure for the last 20 years, opining the risk in keeping this does not make sense. He opined it is not as responsive as another structure, stating a lot of organizations go through changes. He stated the City's structure has a lot of people reporting to one person higher in the organization and he has to ask, can we do better.

Ellen O'Rourke opined this is a huge organizational change. Noting the City has 135 full-time personnel, she stated this proposal would now go outside and hire two people with big price tags. She stated Council just heard from someone talk about the Opera House with part-time people. She asked why the City is not looking within on how it can reorganize. She opined these two new Executive Directors will want to hire their own Staff. Ms. O'Rourke stated a big organization does not equate to a better organization and comes with an ever-increasing price tag. She talked about the taxes that will fund this change, opining it is a corporation with no shareholders, but rather taxpayers. She stated the City is not a business, it is a community; the City is not in it for profit, but rather for public good, asking what is in this proposal for the residents. Ms. O'Rourke stated there are a lot of part-time people at the Opera House because there are no benefits offered, asking why that is. She noted the City has paid a lot of people to figure out what to do with the Old Courthouse, suggesting hiring smart, creative people to make recommendations. She asked if Council is planning to look to the residents for more taxes in the coming years.

Noting Mayor Turner's comment that he does not wish to study this endlessly, Ms. O'Rourke stated that has not been done. She opined people have not had enough time to engage and comment on this proposal, noting she just heard about this recently. She opined two months is not enough time suggesting more deliberation. She asked why other cities do not have this organizational structure. She stated Woodstock does not have to copy other cities, but opined it would be worth researching. She asked Council not to make this decision tonight, but to let residents know what is proposed and study it more.

Joe Pesz, Fox Lake, Off Square Music board member, stated he was a coach and never in his experience has he added executive level management when help was needed at the grass roots. He opined Mayor Turner's statements are not accurate. He further opined the Opera House was mischaracterized as a profit center, stating it is a cultural center. Mr. Pesz stated the Fairgrounds can have a lot of large shows and can be a profit center. He asked Council not to destroy the cultural center in the downtown and not to squander it trying to profit from it.

Keith Johnson, Woodstock, detailed his experience as founder of Off Square Music and manager of the Farmers Market, among others. He expressed agreement with Councilman Seeger's position of not financing this proposal with the federal funds. He stated he has worked with John Scharres, Mr. Campbell, and Mr. Stelford, opining they are community people.

Mr. Johnson noted he has listened to Council tell Mr. Stelford the City has the best staff, stating now it is going to second guess them. He opined that is not what is needed but boots on the ground are. He talked about how the Opera House Staff has been depleted. He stated Council will not put a good full-time sound person at the Opera House, but will create \$200,000 positions, opining this is a top-down decision. Mr. Johnson asked Council to ask the Department Directors what they need. He opined they do not need another chief, but rather need people to do the work.

Mr. Johnson agreed with those who opined this is being rushed and should be talked about more, suggesting each Council member should meet with the Department Directors. Mr. Campbell knows how to do his job, urging Council to give him the resources to do that. He noted Mr. Campbell and Mr. Puzzo went to one of the most successful theaters working on a big project.

Mr. Johnson stated he read in the paper that someone said the Opera House is an economic driver of Woodstock and a profit center, opining this is not true. He stated it is the jewel of the city, which must be supported. He stated this is a community facility urging Council not to try to make it a business.

Don Humbertson, 1610 Moraine Drive, expressed agreement with Mr. Johnson's comments.

Greg McQueen, opined since the structure has been in place for 20 years, it would not hurt anything to delay this decision for two more months. He opined businesses do not want to come here because the city looks bad. He urged Council to postpone this item because it feels rushed, which looks bad. Mayor Turner stated just because someone wants to move with speed does not mean there is anything untoward.

Debbie Schober, Human Resources Director, stated she is the one who is speaking not the City Manager, opining he is a gem and one of the best managers she has ever had.

Ms. Schober stated she is in a position to speak for every employee, opining it is her responsibility to bring things to Council from discussions with the Department Directors.

Ms. Schober provided information on her experience in Human Resources, noting she is not change averse and most of her experience has been in the private sector.

She expressed concern about things that may not have been considered with this proposal. She

stated having been in Human Resources for many years, she feels this team of directors led by Mr. Stelford is a high-performing team and the best team she has ever worked with. She stated they take suggestions to one another and step outside their own box to work on the greater box of the City. She noted the dual position in the Opera House came out of a Department Director's meeting.

Ms. Schober expressed her concern this proposal will break the team because it won't meet as a team any longer and will not have direct contact with the City Manager. She opined the Directors learn everything they need to do their jobs at those meetings. She further opined if an Executive Director is put between this, the team will be broken. Ms. Schober stated Mr. Stelford does have a lot of direct reports, but is not a micro-manager, noting he trusts his staff.

Noting the only two members remaining on the executive team from when she started are Mr. Stelford and Mr. Zinnen, Ms. Schober stated Mr. Stelford has spent a lot of time and effort building this team and she worries they will leave the organization. She asked what Council will do when that happens, as it could cause an emergency.

Ms. Schober stated she does not know if the skill set that is going to be asked exists. She noted a number of other structures and how this might work most effectively were discussed by the Directors and did not make it into the proposed structures. She stated the City has thrived under the structure set by Mr. Stelford and talked about the strength of the current management team.

Ms. Schober opined the City struggles to market the City because there are so many different entities, stating this could be addressed with a marketing manager who would take this off the Directors giving them more time. She further suggested perhaps adding a second Assistant City Manager or having one key strategy process reporting to Mr. Stelford. She opined these things would free up the Department Directors to be more strategic and focus on the bigger picture, if that is Council's wish. She further expressed a concern that the new Executive Directors could overwhelm the Department Directors, because they will not have support Staff to do what needs to be done. She opined it would be hard to roll it back if it does not work, asking how many people the City will lose by then. She stated she does not want someone's life to be upset because something does not work out, especially if they have relocated. She noted the City does not do that, but rather works out best plans possible to prevent this from happening.

Ms. Schober stated she realizes Council wants to make things better, but thinks the methodology needs to be examined and wishes to make sure they know there could be unanticipated consequences that result from this decision.

Mayor Turner stated the intention all along has absolutely been to allow the Department Directors additional freedom, guidance, mentoring, and support. He stated this is a look at a structure that has too many direct reports to Mr. Stelford. He acknowledged there is a risk Department Directors may leave, but stated there is also an opportunity for Directors to seize this and be mentored and guided to continue their professional growth and development.

Mayor Turner expressed agreement that marketing is needed for the Opera House. He stated he views the new structure as a way the City can be more successful in dealing with issues such as marketing and free up the Directors to be more strategic. He stated he is not talking about eliminating any positions, but about additional support that will make it better. He stated it is troublesome to hear the veiled threat to leave and looks to people who say, "I am going to seize

the opportunity.”

Mayor Turner stated Council, as it guides the City, is looking at a 20-year structure and saying we are going to improve that. He stated he believes in the skill set of the Directors, emphasizing his goal is to make the organization better.

Councilman Seegers stated it seems like the anchor of the argument is the culture built by Mr. Stelford will be broken. He stated Council has the utmost confidence in Mr. Stelford. In response to a question from Councilman Seegers as to whether she feels Mr. Stelford won't maintain this culture, Ms. Schober stated she was merely asking Council to consider these things.

Councilman Seegers acknowledged he started the discussion of the Opera House when he used it as an example of increasing marketability and revenue streams to justify the expense of this proposal. He stated what the City is using to subsidize the Opera House is small compared to what this proposal could do to grow the City. He stated he is in 100% agreement the Opera House is not a business, it is an art center of the community.

Councilman Seegers stated he has spoken to one director who looked at this as an opportunity for advancement. He stated making a change to a management structure is a change, but challenged the Directors to look at this as an opportunity. He opined as long as Mr. Stelford is City Manager, the fabric of the structure will remain.

Councilwoman Piersall thanked Ms. Schober for speaking. She stated she understands where she is coming from. She opined Ms. Schober is not making a veiled threat, but rather is letting Council know what is happening with the City's Staff. She further opined a new Executive Director will push more things down on the Directors, who are already overwhelmed. She stated Councilmembers are not Human Resources people, while Ms. Schober is.

Mayor Turner asked how this would be pushing more down on the Department Directors, stating he sees them having more time with this proposal and as a resource that is available to them

Councilwoman Piersall stated she feels Council could step back and look at other ideas that did not come to Council, noting she does agree Mr. Stelford has too many direct reports.

Mayor Turner asked if employees are concerned with this proposed structure or is it any change, stating he is hearing the change is producing fear. He opined if this is the case, the alternative will be no change. He stated it is his belief that Council should be looking for ways to improve, opining the opportunity for the City is immense. He stated the City has good Directors and Staff, but they can be better. He stated as he looks at the various departments and in speaking with them, they have fleshed out many things that could be changed and many opportunities. He stated this structure and the visceral reaction would seem like this is a massive change in destroying the culture, noting he knows there is some angst about the change, but feels this is about any change. Mayor Turner stated Council's responsibility is to City Staff and to the residents, opining it can serve both. He stated the concept of bringing in people who will oversee functions is common with the objective being to make the City work better.

In response to Councilman Seegers mention of alternatives, Mr. Stelford stated there always a number of ideas, all of which are not presented to the Council. He stated additional ideas were

reviewed with the Mayor, who was asked if they were worthy of consideration by the City Council, which has historically been the practice. He noted there was one alternative that was brought to Council and noted there were other ideas that did not meet with Council's objectives. He opined from previous discussions, this is the direction Council indicated was the preferred approach to move forward.

Noting Council's objectives coming into the strategic planning have not changed, Mayor Turner stated the question is if this change is one we want to move forward with. Asking if Council wishes to decide tonight, he stated perhaps because of the lateness in the hour, it should be deferred. However, he stated the issues Council is trying to address have not changed. He stated he has received much positive feedback to do more and better, which hasn't changed and his support of Staff has not changed. He stated he is looking to update the structure to improve the City's opportunities.

Randy Tipps stated his belief everyone on Council is trying to do the right thing. In response to his question, Mr. Stelford stated the City currently has one Assistant City Manager with an Assistant to the City Manager budgeted, but unfilled, noting these positions are different then the positions being discussed tonight. Mr. Tipps suggested filling these positions from someone within the organization.

Mayor Turner stated he would like to include a search outside the organization. Mr. Tipps stated promoting the additional Assistant to the City Manager from within would provide additional money for boots on the ground. He opined this would do the same thing as the proposal being discussed, asking why this person could not do the same things an Executive Director would do.

Councilman Flynn stated Mr. Tipps is laying out the same structure as proposed. He opined any time there are structural changes, it is emotional and shifts dynamics, noting there is a culture in place, which is hard. He stated how City Hall runs comes from the culture of the people who are here opining two new individuals cannot wreck that culture.

Councilman Flynn stated he has met with some of the Directors, most of whom said they need more support in growth and objectives. He stated Mr. Stelford is great with finances, opining having great ideas for the Opera House is not his skill set. He stated by adding a level that supports and guides, the Opera House can only be better. Councilman Flynn stated the proposal will allow Mr. Stelford to further stress the culture, because he will be meeting with more people. He stated he has gotten from Staff members that they lack direction in doing things outside their roles, opining being able to guide these groups would be a beautiful thing. He stated no one is trying to take anything away from Mr. Stelford, opining the City cannot continue with the status quo and needs to "shake things up."

In response to comments from the audience, discussion then turned again to the Opera House, with Mayor Turner and Councilman Flynn both stating they loved the idea of memberships. Mayor Turner stated what Mr. Campbell was doing is creatively thinking about how the Opera House might do things differently that would generate activity. He stated he would like to see these discussions between people who have the particular skill set built around activities such as the Opera House, who would guide Mr. Campbell and then tell him to go do it. He opined this could be done with the Rec Center and Economic Development also. He opined putting these people in place will free up some of Mr. Stelford's time to work on this. He stated as examples Mr. Stelford

could work on automating and the many things that are key to where the Council wants the City to go.

Mayor Turner stated this is not to destroy the culture or to take Mr. Stelford away from Staff. He opined it will give him more time to meet with individuals or small groups. He further opined the efficiency potential is substantial and the potential to realize a new level of function of the City is great.

In response to a question from the audience, Mayor Turner stated he would absolutely give the Department Directors staff to do these things. He stated that is a normal part of what Mr. Stelford and the Department Directors do, noting adding these two people does not limit adding staff to meet the City's needs.

Nick Weber, Library Director, stated the goal to do more and better is fabulous, and is not the issue. He stated he would not characterize the Directors as being afraid of change, opining the challenge is how it is implemented. He stated he does not disagree that Mr. Stelford has too many direct reports. He stated spending \$600,000 potentially each year will mean the ability to do different things that the City wishes to do, but with no guarantee there will be the Staff to do them. He stated every Director would like to promote the City, but does not have the time, opining having an Executive Director that provides support for this could be good. He stated his concern is spending \$400,000 or more at the top and not having funding for other Staff. He stated he agrees one Executive Director would take things off Mr. Stelford and also could be someone with another skill set. He noted this then would have to be transferred down to Staff. He stated if there are not more troops, the new Executive Directors may be challenged with generating more accomplishments without the need to add more resources. He agreed the Department Directors need more time.

Mayor Turner stated the budgeting process has to go through the normal channels.

Mr. Weber stated another point is translating the proposal into action. He stated it is important for Council to understand the Department Directors have significant concerns, noting the City is functioning really well and there is worry that will change. He stated these are things that should be considered.

A speaker opined Council has heard enough information that they should reconsider the reorganization, suggesting Staff needs to be heard from and upward feedback is needed instead of downward.

Mayor Turner stated he is unchanged in his belief that this structure is valid and beneficial. He stated he is convinced that this change is absolutely needed. He talked about another investment by the City that was laughed at – Real Woodstock – as unusual and expensive and scoffed at. He reminded everyone that this was something new with a significant investment that helped Woodstock connect with the external world, putting Woodstock in the position to be a Top 10 community with the T-Mobile Techover grant opportunity. He stated a little bit of risk produced something positive, opining the proposal this evening is similar. He opined looking at the structure to maximize potential is more normal.

Mayor Turner proposed a postponement of consideration of the reorganization until September 7th,

indicating the opportunity to allow for more community input. He emphasized his commitment to improving the organization for the betterment of Woodstock does not change. He stated this is a willingness on his part to gather more information as needed, but he is still convinced that this is the opportunity and issues that need to be addressed.

Councilman Nierman stated he believes there needs to be a change, but is not ready to vote for the creation of two Executive Director positions.

Councilwoman Piersall thanked Mayor Turner for the postponement. She stated she agrees the City can do better and do more, and that investing in Staff is the way to go, stating she would perhaps like to consider some from above and below.

In response to a question from Councilman Flynn as to if any cuts were made to Staff or if any requests for additional Staff were denied during the last budget process, Mr. Stelford stated they were not at the Council level. He stated this is discussed by himself, Assistant City Manager/Finance Director Christensen, and the Department Directors during budget preparation because they are working with limited financial resources. He stated he encourages the Department Directors to discuss their staffing needs and bring any concerns to his attention. He stated this is a complicated process and is driven by a combination of future revenue projections as well as anticipated growth in ongoing expenditures and new City priorities.

Mr. Christensen stated they work as a team to come up with creative solutions. Mr. Stelford stated they also try to be creative in getting more organizational value out of each position, noting this has expanded greatly within the City

Councilman Flynn asked about the Opera House staffing chart. Mr. Stelford noted the LPT category does not reflect the number of people. He stated the number of people must be balanced with the hours needed, talking further about this staffing classification. He noted full-time employee cost is significantly more than part-time due to benefits. Mr. Stelford then talked about how the Facilities Division was developed to centralize that function rather than having an employee at each facility.

Mr. Stelford stated the City is not operated with a status quo mentality. He stated he and Staff strategize and make changes with creative ideas, citing Dial-a-Ride as an example. He talked about the need to do that at the pool, describing the discussions that are taking place. He stated he appreciates honest communication with the Department Directors.

Councilwoman Lohmeyer stated she still feels confident to decide this evening, expressing support of the plan as presented. She opined the big issue is time, stating the proposed categorization of the departments will help the City be more efficient. She stated this does not mean they will not consider more front-line staff for the Departments. She expressed appreciation for the residents' concerns.

Councilman Seegers stated he has not heard anything that would change his mind, noting Council has been talking about this since May.

Mayor Council agreed the objectives of Council have not changed. He stated Council must decide if and how they wish to deal with these, opining strategy and improvement is what this is about.

Motion by W. Piersall, second by D. Flynn, to postpone Item D-10 – Reorganization – Salary Structure/Schedule of Authorized Positions to time specific, September 7, 2021.

Mayor Turner asked for Council and Public Comments on the motion.

Mr. Johnson urged Council to do more research thanking Mayor Turner.

Ms. O'Rourke asked Council to do research into why other cities do not do this.

Mayor Turner stated it would be inaccurate to imply this has not been studied.

A roll call vote was taken. Ayes: D. Flynn, L. Lohmeyer, T. Nierman, W. Piersall, B. Seegers, and Mayor Turner. Nays: none. Abstentions: none. Absentees: G. Tebo. Motion carried.

V. DISCUSSION – Old Courthouse & Sheriff's House Project Update

Noting the memo in Council's packet, Mr. Moore stated the project is still on track, but there have been some bumps in the road. He stated presently Staff is trying to get the tenants sorted out, losing one tenant and adding one new tenant. He opined it is possible construction could start by the end of the year with the opening of the building 11 months later.

Mr. Moore stated interviews for the Construction Manager have been completed. Mr. Christensen stated this will be brought before Council on September 7th for approval. Mr. Stelford noted his intent to authorize the preconstruction phase at a cost of \$12,000, which is within his spending authority, and would allow the Construction Manager to start immediately. He stated this contract will be brought to Council for its approval.

In response to Mayor Turner's question about Historic Tax Credits, Mr. Christensen stated these proposals will be brought to Council at the future Council meeting, providing additional information on what is needed for these.

Mayor Turner provided an update on tenants, noting the Public House and Ethereal are still participating, with The Milk House Ice Cream withdrawing from the process. He stated a new tenant prospect, MobCraft Beer was proceeding through the process. Mr. Stelford stated the City is in the design phase with the tenants, and, as a result, there have been changes. He expressed appreciation to architect Gary Anderson and GWA Studio for their work on this project.

In response to a question from Councilwoman Piersall as to whether the building is at capacity, Mayor Turner stated there is still some space. He stated he has had preliminary discussions about this with Library Director Nick Weber, stating he indicated he wants a dynamic opportunity that serves public uses, but also generates revenue. He noted there are other areas of potential use.

In response to a question from Councilwoman Piersall, Mr. Weber stated an arts focus is still the central focus of the Library's proposal.

VI. EXECUTIVE SESSION

Mayor Turner stated the next item on the Agenda is for the City Council to move into Executive Session for the purpose of discussing Real Estate as allowed by 5ILC 120/2(c)(6).

Motion by D. Flynn, second by L. Lohmeyer, to adjourn to Executive Session for the purpose of discussing:

Real Estate (Open Meetings Act: 5ILCS 120/2(c)(6))

The setting of a price for sale or lease of property owned by the public body.

Old Courthouse Tenants

A roll call vote was taken. Ayes: D. Flynn, L. Lohmeyer, W. Piersall, T. Nierman, B. Seegers, and Mayor M. Turner. Nays: none. Abstentions: none. Absentees: G. Tebo. Motion carried.

The Woodstock City Council adjourned to Executive Session at 11:40 PM.

RETURN TO OPEN SESSION

The City Council returned to Open Session at 12:22 AM.

COUNCIL MEMBERS PRESENT: Darrin Flynn, Lisa Lohmeyer, Wendy Piersall, Tom Nierman, Bob Seegers, and Mayor Michael Turner.

COUNCIL MEMBERS ABSENT: Gordon Tebo.

STAFF PRESENT IN THE COUNCIL CHAMBERS: City Manager Roscoe Stelford, City Attorney Ruth Schlossberg, Assistant City Manager/Finance Director Paul Christensen, and City Clerk Cindy Smiley

FUTURE AGENDA ITEMS

There were no further additions, deletions, or corrections to the tentative future agendas other than those indicated previously this evening.

ADJOURN

Motion by D. Flynn, second by B. Seegers, to adjourn this regular meeting of the Woodstock City Council to the next regular meeting on Tuesday, September 7, 2021, at 7:00 PM in the Council Chambers at Woodstock City Hall. Ayes: D. Flynn, L. Lohmeyer, T. Nierman, W. Piersall, B. Seegers, and Mayor M. Turner. Nays: none. Abstentions: none. Absentees: G. Tebo. Motion carried.

The meeting was adjourned at 12:24 PM.

Respectfully submitted,

Cindy Smiley
City Clerk